

**Bear River North Regional Council Meeting Minutes**  
**Bridgerland Applied Technology College**  
**Logan, Utah**  
**Wednesday, August 10<sup>th</sup>, 2005 – 8:00 A.M. – 9:30 A.M.**

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**In attendance:**

Commissioner William Cox  
Vern Gunnell  
Commissioner John Hansen  
Randy Hopkins  
Jim Hooker  
Roger Jones  
Mike Liechty  
Evan Maxfield (Past-Chair)  
Susan Owen  
Commissioner Suzanne Rees  
Bruce Rigby  
Thom Smith  
Kari Suter  
Susan Thackeray

County Commissioner, Rich County  
United States Air Force, BATC Cache County  
Cache County Council Member  
Department of Workforce Services  
Hooker Appliance  
Bear River Association of Governments  
Cache School District  
Sales Manager - Wheatland Seed  
Pepperidge Farm  
County Commissioner, Box Elder County  
Zions Bank  
La-Z-Boy  
Inovar, Cache County  
Economic Development, Box Elder County

**Excused:**

Grant Bartholomew  
Bryce Bradfield  
David Bryan  
David Farnes  
Colyn Flinders  
Kelly Johnson  
Peggy Madsen  
Chad Munns  
Lana Powell  
David Seria  
Dawn Skorka (Chair)  
Michelle Wilson  
Scott Williams

Department of Human Services, C.F.S.  
Malt-O-Meal  
Schreiber Foods  
Pioneer Care and Rehabilitation  
Division of Rehabilitation  
E.A. Miller  
Box Elder County Employees  
Munns Manufacturing  
State Farm Insurance  
Sunshine Terrace  
Wal-Mart  
Life-Skill and Individual Needs Center  
USU Extension Agent 4-H Youth Development

**Department of Workforce Services Staff:**

Julie Anderson  
Jill Bingham  
Doyle Christensen  
Debbie Herr  
Susan Hill  
Gary Kennison  
John Mathews  
Carrie Peterson  
Michael Richardson  
Debbie Sparks

Employment Counseling Program Specialist  
Employment Center Manager  
Administrative Services Manager  
Regional Program Manager  
Council Support Specialist  
Business Services Program Specialist  
North Region Economist  
Administrative Secretary  
Director of Communications and Public Relations  
Employment Center Manager

The meeting was called to order at 8:00 a.m.

1. **Welcome**

Dawn Skorka, Box Elder Wal-Mart, officially began her term as Chair of the Bear River Regional Council effective July 1, 2005.

Thom Smith conducted the meeting in Dawn's absence as she was excused from the meeting. All Council members, and Department of Workforce Services staff were welcomed to the meeting. The quorum for the meeting was established with sufficient attendance of voting council members to carry action items and motions.

New Regional Council members were introduced to the group:

- Bryce Bradfield, Malt-O-Meal, Box Elder County.
- Kelly Johnson, E.A. Miller, Cache County.
- Kari Suter, Inovar, Cache County.
- Randy Hopkins, Department of Workforce Services, North Region Director.

Randy was appointed as the D.W.S. North Region Director with concurrence of the respective chairs of the Bear River and Wasatch Councils.

Randy has extensive leadership experience with the Department and was the recipient of the Department's coveted Manager of the Year award in 1998. He was instrumental in developing, launching, and managing the Unemployment Insurance Claims Center in 1997, which continues to receive national acclaim. Randy led the Eligibility Service Center Pilot Project to successfully demonstrate that ongoing eligibility could be handled effectively and efficiently through a call center environment. Randy was selected as the Unemployment Insurance Benefits Chief in 2001 and continued to serve in that capacity, and devote most of his time to the Unemployment Insurance Benefits Redesign Project (CUBS) over the past 18 months. Phase 1 of the CUBS Project is at a critical juncture, and for that reason, Randy will not be able to assume his duties as the Regional Director for the North Region until August 15<sup>th</sup>.

2. **Consent Calendar Action Items**

Thom Smith called for a motion to approve the minutes from the May 11<sup>th</sup>, 2005 meeting.

**Action:** Commissioner John Hansen made the motion, Vern Gunnell seconded, and the Council unanimously approved the minutes.

3. **Recognition of Outgoing Chair**

Thom Smith presented Evan Maxfield, with a plaque to thank him for all of his contributions during his term as the Bear River North Regional Council Chair. Evan accepted the plaque and the Council thanked him for his support and dedication during his term. Evan thanked the Council for the plaque and said it had been a privilege to serve on the Council.

4. **Council Membership**

A. Proposed Council reappointments were presented to the Regional Council as they were approved by the County Commissions.

- William Cox
- David Farnes
- Colyn Flinders
- Vern Gunnell
- John Hansen
- Jim Hooker
- Roger Jones

- Mike Liechty
- Peggy Madsen
- Evan Maxfield
- Lana Powell
- Suzanne Rees

#### B. Vacancies

Susan Hill asked the council members to contact her if they have any possible recommendations for Bear River North Regional Council representatives to fill the following vacancies.

- One small business representative, Box Elder County.
- One small business representative, Cache County.
- One organized labor representative.
- One public / private employee representative.

**Action:** Susan Thackeray made the motion, Thom Smith seconded, and the Council unanimously voted to approve the Council member reappointment and recruitment of representatives to fill the vacancies.

### 5. Committee Reports

#### A. **Joint Marketing and Training for Employers Task Force and the Training and Job Seekers Committee – Evan Maxfield**

The Joint Marketing and Training for Employers Task Force and the Training and Job Seekers Committee met June 15<sup>th</sup>. The goal of the meeting was to review and refine the tasks related to the planning of the joint Society of Human Resource Management (S.H.R.M.) Summit. The title of this year's S.H.R.M. Summit will be "Serve Employers First". The Summit will be conducted October 12<sup>th</sup>. The location for the Summit will be the Bridgerland Applied Technology College (B.A.T.C.).

Gary Kennison, D.W.S. Business Consultant, will provide a presentation on the D.W.S. careers.utah.gov website at the Summit.

The S.H.R.M. group has established a committee to design the conference to focus on legal issues. The goal of the conference will be to provide legal and employment law information to businesses that do not have a Human Resource Department.

In addition, the presentation being made to the high schools students for essential work place skills (attendance, timeliness, dress, avoiding substance abuse) will be presented. The presentation has been taken to over 3,000 youth in the Bear River area.

A D.W.S. booth will be displayed at the conference, as one of the goals of the D.W.S. North Region Management Team is to increase on-line employer participation by 50%. Employers will be provided with an opportunity to access the D.W.S. interactive website.

A job fair has been scheduled for September 8<sup>th</sup> at the B.A.T.C. in Logan. The Marketing and Training for Employers Task Force members will conduct an employer panel at the job fair to provide an employer perspective on work readiness skills for job seekers. Three employers will participate on the panel. The job fair will be advertised in newspapers, on the radio, with posters, and in a mailing sent to D.W.S. job seekers.

The Council thanked the Joint Marketing and Training for Employers Task Force and the Training and Job Seeker Committee for their collaborative work to ensure the success of the Employer Summit.

**Action:** Vern Gunnell made the motion, Commissioner John Hansen seconded, and the Council unanimously approved the Joint Marketing and Training for Employers Task Force and the Training and Job Seekers Committee's report.

## **6. Regional Youth Council Report**

Julie Anderson, D.W.S. Employment Counseling Program Specialist, reported for Scott Williams, Youth Council Chair. The Youth Council representatives met June 8<sup>th</sup>. The goal of the meeting was to acquaint members of the Council with the organizations that serve the community. Jane Broadhead, D.W.S. State Workforce Investment Act (W.I.A.) Specialist, attended the meeting to help orient the members with their roles on the Council. The role of the Youth Council members will be to help the youth with educational or occupational goals.

The Department is meeting the W.I.A. Youth Services requirement of 30%, as the North Region is currently at 35%.

The Council reviewed;

- The purpose of the State Youth Council.
- The purpose of the Regional Youth Council.
- W.I.A. funds for youth services that are provided by the U.S. Department of Labor.
- W.I.A. Youth Services purposes.
- Eligibility for W.I.A. Youth Services.
- The service delivery process.
- The required Youth Services elements.
- Youth categories.
- Performance outcomes.
- Performance levels.

The Youth Council was provided with an update on the W.I.A. Youth Leadership Project. The leadership activity was held on Saturday, June 18<sup>th</sup>. The project was a collaborative effort of the Hispanic Health Coalition, and the Bear River Health Department to assist in a community health fair at Willow Park Fair Grounds from 11:00 a.m. to 3:00 p.m. Over 20 booths were set-up to provide information on a wide range of health issues. All the agencies participating were local and non-profit. The project provided youth with an opportunity to learn about the services that are available in the community, and to provide services to others. Julie reported that the project went well and had a very good turn out.

The Youth Council was provided with an update on the Summer Youth activities. D.W.S. negotiated a contract with Utah State University (U.S.U.) Extension 4-H Program to run the Summer Youth Employment Opportunity (S.Y.E.O.) program this year.

D.W.S. will be working to support Governor Walker's initiative for the Transition-to-Adult Living for the Foster Care program. A model for education, training, and employment services for youth has been developed. A process has been established to enroll foster care youth in W.I.A. services. D.W.S. has modified the contracts with youth services providers to allow up to 50% of youth referrals to come from Youth Corrections and D.C.F.S.

Transition to Adult Living (T.A.L.) Summits were planned in Davis, Weber, and Cache counties. The T.A.L. Conference for the Bear River area will be held August 11<sup>th</sup> at the B.A.T.C. from 8:30 a.m. until 1:30 p.m.

The Youth Council discussed the committee that is addressing the topic of people who are chronically homeless, as homeless is one of the barriers for the W.I.A. Program.

The next Youth Council meeting is scheduled September 14<sup>th</sup> at 2:00 p.m. at the Cache County Extension Office.

**7. State Council Report**

Evan Maxfield provided a report on the major highlights of the State Council meeting held July 14<sup>th</sup>.

- The Department of Agriculture awarded the State of Utah a bonus based on the accuracy of the benefit issuance.
- Utah was recognized at the Federal Food Stamp conference in San Antonio for accuracy in the Food Stamp program.
- Utah has an economic job expansion rate of 3.3%. The previous expansion lasted 13-years.
- Utah's employment rate is 3.9 %. The Unemployment rate for Utah is 4.9%.
- Higher paying jobs are increasing. The economic expansion rate is 3.3% for the State of Utah.
- The State plan for the Department has been reviewed and updated by the Department of Labor. The plan will need to be approved at the Council of Councils.

**8. State Youth Council Update**

The minutes from the State Youth Council meeting were included in the meeting packets.

- The Department of Labor sponsored the Workforce Innovations 2005 Conference in Philadelphia. Utah nominated the Transition to Adult Living (T.A.L.) initiative for the Recognition of Excellence award in the category of Recognizing Special Populations in the Workforce. There were ninety-five projects across the country nominated, and three received recognition, a winning project and two honorable mentions. Utah's T.A.L. initiative received an honorable mention.
- The State Youth Council letter continues to be available on the D.W.S. website.

**9. Regional Director's Report**

Gaylene Pebley, Acting Regional Director, informed Council members of the following Departmental information:

- The North Region achieved 100% Food Stamp accuracy in the month of February.
- The cumulative Food Stamp accuracy for the North Region stands at 97.42%. The regional goal is to maintain an accuracy rate of 97%.
- D.W.S. was awarded \$561,367 in performance bonus money for exceptional Food Stamp payment accuracy rate for the federal fiscal year 2004. The D.W.S. executive management team, the governor and legislature have approved spending a portion of the bonus money on awards to staff. Staff that contributed to the success of the Food Stamp program for the performance bonus timeframe and staff that are currently contributing to the success of the Food Stamp program will receive a bonus payment.
- Each year the Department conducts three surveys; service provider, customer satisfaction and job seeker.
  - The North Region Management Team met and developed a strategy to improve the results of the Service Provider survey. This year, the Management Team will be striving to improve staff work/life satisfaction.
  - The Customer Satisfaction survey score was 4.1%, which was down a tenth of a percent from last year. Gaylene explained that anything above 4.0% is considered an acceptable rating. The Management Team will address the score and how it can be improved.
- The North Region hosted three Transition-to-Adult Living Summits. They were held in Davis, Weber, and Cache counties. The purpose of the Summits was to coordinate the services to youth who are exiting foster care. Gaylene reported that the Summits were very successful as many allied agencies and entities were represented.

**10. Legislative Update**

Mike Richardson, D.W.S. Director of Communication and Public Relations, provided a legislative update.

- The strategic planning meetings for the Councils were held in March.
- The State Council plan has been through the review process of the legislature. The finalized version of the draft plan will be prepared.
- The Department is concerned with T.A.N.F. reauthorization as a possible 8.7 million dollars could be lost if the funds go to conciliation.
- Utah is one of seventeen states that received supplemental funds. The Department is working with the interim committee of the legislature to make the changes necessary to implement the national legislation. The legislation proposed for Unemployment Insurance (U.I.) and Social Security offset on earning was 100%. They are proposing that 50% be extended to 2011. There is a provision within U.I. law that provides for the deductibility of retirement income. Prior legislation was to take the social security award from the benefit amount. The Reed Act allowed changes with distribution. The U.I. Advisory Council elected to use the funds to develop the offset for the social security income. As employers were facing tax increases, the goal is not to extend the legislation but to review the economy. The legislation was approved through 2007 and the recommendation is to extend it through 2011.
- The Council of Councils will be October 13<sup>th</sup> and 14<sup>th</sup> at the Provo Marriott. The focus will be partnering with education and youth. They are looking at the Governor Huntsman as a possible keynote speaker.

**11. Northern Utah Economic Update**

John Mathews, D.W.S. North Region Economist, provided information on the North Region's occupational employment projections, wage, and career information.

- The tri-county area's economic statistics were provided in a presentation to bring the group up-to-date on the information collected over the past 4-years. The presentation will be e-mailed to Susan Hill to allow it to be distributed to the Council members who would like to use it.
- Council members may contact Mr. Mathews at johnmathews@utah.gov or at (801) 526-9467.
- Employment has improved across the state. There has been an increase of about 72,000 work sites in Utah. Utah has experienced overall job growth.
- There were over 1,700 jobs gained in Cache County from March 2004 to March 2005.
- Commissioner Suzanne Reese would like the data of people working where they live, as she would like to compare it to the property tax.
- Bruce Rigby will contact John Mathews to obtain the data available by industry.

**Good News**

- Post-recession economic growth.

**Bad News**

- Interest rate creep and affect on construction / housing market
- Oil prices.
- Rising deficits, debt levels (consumer spending).

**12. D.W.S. Presentation**

Gary Kennison, D.W.S. Business Services Program Specialist, reported on the improved self-directed services for employers.

- Employers can now list job orders on one page. Once employers register, they can access any position they have posted in the past. A create copy button has been added to the job orders to allow employers to use a job order they have previously entered in the system.

- All D.W.S. Business Consultants are set-up to visit with employers to provide training on how to access the website and manage the job orders. Any questions or requests for help with the website can be directed to the local offices.
  - Ted Nyman, Logan Employment Center Business Consultant, 435-792-0302.
  - Craig Stewart, Brigham Employment Center Business Consultant 435-734-4066.
- Ted and Craig, will visit with employers in-house to provide the presentation and help employers learn how to use the website.

**13. Other Business**

Regional Council members were provided with an opportunity to comment.

**14. Public Comment**

No general public representatives or non-members of the Regional Council attended the meeting.

**15. Adjourn**

The meeting was adjourned at 9:00 a.m.